

# Dallas School District 2

Code: **HA**  
Adopted: 7/22/02

## Collective Bargaining for Licensed Teachers and Specialists

Oregon laws grant licensed teachers and specialists the right to form, join, and participate in the activities of labor organizations of their own choosing for the purpose of representation and collective bargaining.

It is the intent of the School Board to enter into collective bargaining on employment relation and to enter into written and signed agreements in compliance with the provisions of ORS 243.650 to 243.782. The following policy statements shall provide the basis for collective bargaining by the School Board:

1. Matters subject to these procedures shall be limited to direct and indirect monetary benefits, hours, vacations, grievance procedures, and other conditions of employment as interpreted by the Employment Relations Board and by courts.
2. These provisions shall apply to all licensed staff except those named as supervisory and administrative personnel by the School Board.
3. Charges of unfair labor practices on the part of the School Board or the employee, or the representatives of either, shall be limited to those described in ORS 243.672 to 243.676.
4. Licensed employee representation, when attempted, shall be determined as provided in ORS 243.682 to 243.692.
5. The process of negotiations shall be consistent with the Oregon public employees collective bargaining laws.
6. The School Board reserves unto itself the decision on how it will be represented in the negotiations related to collective bargaining.

END OF POLICY

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Legal Reference(s):

ORS 243